

## Goals



The DOC Mentoring Program for employees will provide a support mechanism for informal guidance and career opportunities with the aim to improve work performance, retention, and skill building.

For the department to recruit, hire, retain and promote a diverse workforce representing all residents of the Commonwealth. This initiative is key to identifying employee development and to be used as a best practice tool in retaining a diverse workforce.

The DOC Employee Mentoring Program will offer participants, through the development of positive working relationships, opportunities for growth, coaching, and leadership principles such as, "model the way" and "empower others to act".

## Members of Commissioner's Diversity Advisory Council Team Civil Service

James Callahan, Recruitment Specialist  
Office of Diversity & Equal Opportunity

Gary Fyfe, Recreation Officer II  
MCI—Cedar Junction/Walpole

Alexandra McInnis, Director of Personnel  
Division of Human Resources

Ricardo Bennett, Sergeant  
Souza Baranowski Correctional Center

Luis Marrero, Correction Officer I  
MCI-Framingham

### Enrollment Always Open

Visit our DOC Intranet Page and select the  
Mentoring Program Logo. For questions call the  
Office of Diversity at 508-850-7790

DOC Office of Diversity & Equal Opportunity  
Monserrate Quiñones, Director  
Office of Diversity & Equal Opportunity  
One Industries Drive  
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*DOC Employee Mentoring  
Program*



**Do you want to give back?  
Become a Mentor!**

**Do you want career guidance?  
Become a Protégé!**



**Give a little time.....  
Get a lot in return**

**LUIS S. SPENCER  
COMMISSIONER**

## *The Mentoring Program Will Provide You*

- Mechanism for Support
- Training & Education
- Counsel to Succeed
- Positive Working Relationships
- Opportunity for Growth
- Career Coaching
- Leadership Skills Building
- Modeling the Way
- Empowering Others to Act

### MISSION

The mission of the Department of Correction (DOC) Mentoring Program is to provide a mechanism for support, training, and wise counsel for employees to succeed in the DOC through the development of positive relationships.

### VISION

To organize a group of employees, representing all ranks, who will serve as mentors and positive role models trained to provide necessary guidance and support to DOC employees in career development.

### MENTOR ROLES AND RESPONSIBILITIES

- Maintains confidentiality
- Commitment to the program
- Acts as a Role Model
- Supports, encourages and teachers
- Manages time to participate
- Motivates and demonstrates leadership
- Identifies opportunities
- Provides information, guidance and constructive comments
- Team player
- Communicates department vision, mission, policies and procedures in a positive manner



### PROTÉGÉ ROLE AND RESPONSIBILITIES

- Commitment to the program
- Maintains confidentiality
- Sets realistic career goals
- Committed to learn, grow and succeed
- Active participation
- Accepts challenges
- Time management and goal oriented
- Accepts responsibilities for decisions and actions
- Maintains consistent contact with Mentor
- Team Player

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**"The DOC has given me many opportunities and it's great to be able to give something back at this stage in my career." Lois Russo, Deputy Superintendent**

**"I really enjoy the Mentor/Protégée program. Being a protégée will help me develop into a well rounded employee." Kenneth Lizotte, CPO C**

**"I have had a very good experience with my protégé. I think this is a great program and anyone who has the opportunity, should take advantage of it." Wale-ska Delgado, Correction Officer I**

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*DOC Employee Mentoring Program*